

SENT VIA EMAIL

September 15, 2014

Gregg McLean Adam
Carroll, Burdick & McDonough LLP
44 Montgomery Street, Suite 400
San Francisco, CA 94104

Re: Mandatory Overtime

Dear Gregg:

Thank you for your letter dated September 9, 2014, regarding the Police Department looking into the possibility of implementing mandatory overtime.

It is also our understanding that there have been some informal discussions recently between the Department and the POA. It is also our understanding that the Department is still outlining potential procedures, and we look forward to meeting with the POA when they have been developed.

Your letter dated September 9, 2014 states that the POA "will not simply allow the Department to ignore binding contractual commitments negotiated to protect our members." Please let us know which specific contract provisions the POA is concerned may be ignored.

We look forward to working with you on this issue.

Sincerely,



Jennifer Schembri
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager
Larry Esquivel, Chief of Police
Edgardo Garcia, Assistant Chief of Police
Jim Unland, President POA
John Robb, Vice President POA
Franco Vado Chief Financial Officer